

Appendix 3

MAIN ELEMENTS OF THE AGREEMENT WITH MAARTEN EDIXHOVEN

The main elements of the agreement for services between Maarten Edixhoven and Van Lanschot Kempen:

Remuneration

Maarten Edixhoven's remuneration as Management Board member and chair is in accordance with the Management Board's remuneration policy that was adopted at the general meeting on 28 May 2020. His remuneration consists of fixed remuneration only; no variable remuneration will be awarded. The fixed remuneration is paid partly in cash and partly in depositary receipts for shares in Van Lanschot Kempen. A five-year lock-up period applies to these depositary receipts. This aligns the Management Board members' interests with those of the shareholders. The fixed remuneration amounts to €805,717 in cash and €387,500 in depositary receipts for shares with a five-year lock-up period. The share ownership guidelines for Management Board members also apply. These guidelines stipulate that an interest in depositary receipts for shares amounting to at least twice the gross fixed remuneration in cash must be accumulated.

For more information about the content of the Management Board's remuneration policy, see [vanlanschotkempen.com/en/about-us/remuneration-policies](https://www.vanlanschotkempen.com/en/about-us/remuneration-policies) under 'Remuneration Policy for the Management Board' and the Remuneration Report 2020 (pages 83–85).

Notice period and severance payment

The agreement for services with Maarten Edixhoven is for an indefinite period. Maarten Edixhoven must give three months' notice and the company must give six months' notice to terminate the agreement. If Van Lanschot Kempen terminates the agreement, the severance payment amounts to one year's gross salary. If Maarten Edixhoven is not reappointed at the end of his second or any subsequent term of office, no severance payment applies.

New hire policy

To be able to fill this position at the right level, the Supervisory Board has decided to use the new hire policy that is part of the remuneration policy for the Management Board. A buy-out payment of €200,000 is promised in the form of conditional depositary receipts for shares in Van Lanschot Kempen. This will compensate Maarten Edixhoven's lapsed rights to variable remuneration at his previous employer. This payment will be granted in the

next three years according to the same schedule as the lapsed rights. The share ownership guidelines for Management Board members also apply to these depositary receipts for shares. A sign-on payment of €350,000 will be made when Maarten Edixhoven takes up office. This payment is made to compensate Maarten Edixhoven for the period during which he was unable to work because of the non-compete clause that applied after the termination of his employment contract with his previous employer. The amount corresponds to three months' remuneration (including pension accrual) that he would otherwise have received from his previous employer for the period from 1 July 2021 to 1 October 2021. The sign-on payment will be paid as follows: €250,000 in cash and €100,000 in the form of depositary receipts for shares in Van Lanschot Kempen with a five-year lock-up period.